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Management

| EXECUTIVE OFFICERS | | | | | |
|------------------------------|---|--|--|--|--|
| Daniel Tellechea Salido | Chairman of the Board Chief Executive Officer and President | | | | |
| Manuel F. Ramos Rada | Member of the Board Vice President, Metallurgical Operations | | | | |
| John D. Low | Vice President, Mining Operations | | | | |
| Genaro Guerrero Diaz Mercado | Vice President, Chief Financial Officer and Treasurer | | | | |
| Douglas E. McAllister | Vice President and General Counsel, Secretary and Environmental Affairs | | | | |
| Gary Miller | Vice President, Commercial | | | | |
| Jose A. Balderrama Neder | Vice President, Human Resource | | | | |
| Oscar Gonzales Barron | Controller | | | | |
| Scott Thomas | Assistant Secretary | | | | |
| Tom Aldrich | Vice President, Environmental Affairs | | | | |

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| Larry Castor | General Manager, Amarillo Copper Refinery |
|---------------------|---|
| David Duncan | General Manager, Silver Bell Mine |
| Sy Lakosky | General Manager, Ray Operations |
| Mark Kalmi | General Manager, Mission Complex |
| John Shaw | General Manager, Hayden Operations |
| Michael A. Mutchler | Director, Purchasing |



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